

## Interdisciplinary Team Cohesion as a Strategy in Healthcare Management

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### Introduction

Change always affects the team's success in any organizational setting. However, there are strategies that can be used by the teams to achieve the outcomes and goals of the organization. This is based on theories such as the change theory that can be applied in the implementation of successful operations at various departments of any healthcare organization. Team work needs to be properly managed to increase motivation of the employees. This eventually improves the functioning of the team. There is a need for using a strategy that can enable better communication. Therefore, this research aims at looking at the application of interdisciplinary team cohesion in a bid to promote development of the organization.

### Interdisciplinary Team Cohesion as a Strategy in Healthcare Management

The application of business within the field of health care often brings about better team cohesion with regard to enactment of various skills that stems from the business field. Some skills applicable in the healthcare field are communication and presentations skills. The article by King et al. (2015) affirms that "many organizations desire the ability to enhance healthy human resource management" (p. 99). Therefore, the most efficient strategies to use should be about application of clear communication and presentation skills as well as the use of appropriate technology. It is important to use technology as it often plays a role in enhancing the efficiency of healthcare organizations while managing the human resources (King et al., 2015).

Interdisciplinary collaboration helps in promoting both patients' and organizational outcome. Cohesion can be used to achieve the desired system and patient results by its ensuring among team members. Blair (2019) notes that "various perspectives can also be applied within the health care sector to provide a better framework that enables nurses and other organization's team members to work hand in hand towards promoting patients' outcome" (p. 78).

According to Finkelman (2015), the application of proper leadership ensures that there is teamwork. However, various challenges faced by teams are related to motivation, cohesion, role ambiguity, and dysfunctional social behavior. Working as a team that is properly being managed without interdisciplinary team cohesion can decrease individuals' motivation when tasks are not properly assigned, coordination – is not accurate, and communication – is lacking.

The job at hand should align to the expertise of the team members, require team effort, and be challenging. Team cohesion enables provision of resources such as training, materials, and the required human resources.

In the study by Heywood, Stephani, and Garner (2018), the primary strategy that should be applied by the team to achieve their objectives should aim at filling the communication gaps by using a better communication channel. This can be achieved using a standardized communication tool that will greatly improve interdisciplinary communication (Heywood et al., 2018). It should be noted that this alone cannot guarantee the success of the team with regards to the objectives set by the organization.

## **Methodology and Rationale**

### **Hypothetical Methodology**

This research project will be conducted with the help of employees from a health care facility. There will be two groups of employees. The groups should be based on one team being the new workers at the organization of health care and another one – being composed of experienced workers that have worked for the healthcare organization for a longer period of time.

Each group will comprise 18 employees (irrespective of their gender or racial background). The employees should also be between 28 and 40 years. The process of data collection will be done based on a qualitative approach.

During the research, the teams will participate in focus group discussions about their understanding of team cohesion. The discussion will also be audio-recorded to make further analysis later on during the next stage of the research. The obtained data will be later transcribed and scanned through for retrieval of the most frequently appearing codes that will be later grouped into themes, thus facilitating the thematic analysis.

### **Rationale**

Research on interdisciplinary team cohesion is important because its findings will impact team performance in the healthcare facilities. The purpose of carrying out the qualitative study is to bring out the understanding of employees' experiences with regard to the significance of team cohesion. The research is important because it will take a qualitative approach that has not been used for team cohesion studies.

The research will explore the proper ways that can be applied by the teams to be able to communicate effectively, as professionals, within the healthcare setup. Another goal of the study is to discover the various factors that can affect the team cohesion in organizations within the healthcare sector, the approaches to protocol and team cohesion etiquette.

The research findings will be provided to the healthcare organizational leadership teams within the United States in an attempt to provide a clear insight into the improvement of the quality of healthcare services. The analyzed results from the focus group discussions will be presented to the healthcare organizational leadership teams with an intention of helping them understand the perspective of their employees. These results will help the leaders to identify ideas and opportunities that can help improve the team cohesion by developing the team communication skills and interrelations between the members. The study seeks to explore issues that are tied to team cohesion within the health care organization while raising the awareness to improve practices within the healthcare sector.

### **Conclusion**

Conclusively, the use of various strategies within the implementation or operations in many organizations has often proven to be successful to a certain extent. However, this success could be supplemented with the use of an interdisciplinary team cohesion plan in any given healthcare organization. Additionally, the organization's failure to implement a rational plan for team cohesion often implies that there will be decreased patients' care, which may lead to loss of lives or deteriorating quality of health care within the sector. From the study, it will be proven that working as a team in a properly managed way with the use of interdisciplinary team cohesion can help increase individual motivation.

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